



**For Immediate Release:
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Pittsburg Unified School District Reaches Tentative Agreement with Teachers Union

Pittsburg, CA...Monday, May 1, 2017 – On the evening of Wednesday, April 12, 2017, the Pittsburg Board of Education ratified the Tentative Agreement between Pittsburg Unified School District (PUSD) and Pittsburg Education Association (PEA). After several months of bargaining, an agreement between the two parties was reached during a mediation session at 12:45AM on Tuesday, April 4, 2017. The PUSD Administration and bargaining team would like to thank PEA for the collaborative efforts in reaching this successful agreement and the School Board for supporting the ratification.

Since arriving in Pittsburg in 2014, Dr. Janet Schulze, Superintendent, Pittsburg Unified School District, has made a commitment to five Priority Areas: Engaging and Rigorous Teaching and Learning; Equity, Access and Success; Student & Family Assets; Recruit, Retain and Support Staff; and Facilities to Support Student Learning. The competitive compensation and benefits package in this agreement helps the District align with the priority of Recruit, Retain and Support Staff, further demonstrating Pittsburg Unified School District's goal of attracting and appreciating superior staff.

The agreement will compensate teachers to a four percent (4%) increase in salary, retroactive to July 1, 2016. Employee benefits will remain the same; which is currently covered by the District at approximately 92% of the health insurance premium at each of the Kaiser tiered rates. Employees represented by California School Employees Association (CSEA) will also receive the same percentage increase of 4%, retroactive to July 1, 2016.

“This agreement is a testament to the District's recruitment and retention strategies,” said Norma Gonzales, Assistant Superintendent, Human Resources. “It allows us to find

and hire top talent to serve our students in the classroom and in support staff roles throughout the District.”

With this new salary increase and previous increases over the last three years, negotiated between the District and PEA, Pittsburg teacher salaries rank in the top one-third of total compensation for Contra Costa County school districts. Over the last three years, teacher salary compensation has reached an increase of 18%. Pittsburg Unified School District is committed to managing the District's resources in a manner that ensures employees continue to be competitively compensated while remaining fiscally responsible, so it can continue to invest in staff and in programs that support the continuing academic achievement gains of students.

Many of the programs the District is investing in are showing real results in scholars' academic achievement. The District's early literacy initiative, evening school, summer learning, and focus on restorative practices and mental health services for students are all examples of some of the actions that are resulting in improved outcomes for all students. The District is committed to the motto, “Every Scholar, Every Day. They Deserve Nothing Less than Our Best,” and believes this tentative agreement will positively impact the children in Pittsburg. An attractive salary and benefits package helps the District bring in new teachers as well as retain great teachers, showing them they are valued in Pittsburg.

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About Pittsburg Unified School District

Awarded the College Board's Gaston Caperton Opportunity Honor Roll award in 2016 for expanding access to college, [Pittsburg Unified School District](#) (PUSD) is one of 130 school districts across the nation recognized for creating opportunities for traditionally underrepresented students. PUSD is a K-12 district serving the community of Pittsburg, California. Founded in 1933, the school system is committed to providing an excellent opportunity for all students to learn. Comprised of eight elementary schools, three junior high schools, one comprehensive high school, one alternative education high school, an adult school, independent study options, and a preschool program, the school district serves more than 11,000 students. PUSD is located in the San Francisco Bay Area, fifty minutes outside of downtown San Francisco.